



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
ST. LOUIS DISTRICT, CORPS OF ENGINEERS
1222 SPRUCE STREET
ST. LOUIS, MISSOURI 63103-2833

28 FEB 01

CEMVS-DE 01-05

MEMORANDUM FOR All Employees

SUBJECT: Consideration of Others (CO2) Program

1. The Chief of Engineers has designated the Consideration of Others Program mandatory for all Corps of Engineers personnel. The definition of CO2 is "those actions that indicate a sensitivity to and regard for the feelings and needs of others and an awareness of the impact of one's own behavior on them; being supportive of and fair with others." This definition implies the following:

a. Ensuring that the work environment is conducive to good teamwork and a productive workforce through caring and compassion for others.

b. Ensuring that all St. Louis District personnel and our customers are treated with dignity and respect in the workplace.

2. CO2 focuses on civil and compassionate behaviors that enhance esprit de corps among team members. It assists in identifying behaviors that detract from the work environment and consists of three elements: education, ownership, and compliance.

a. Education: CO2 is a proactive program consisting of two hours of small group discussion, led by a trained facilitator, conducted twice a year. The groups consist of 15 to 25 personnel who reflect the work units and teams. Topics are determined through employees' responses to district surveys and assessments, as well as, current events. This is a dynamic educational program.

b. Ownership: Consists of wholehearted support by all personnel, as demonstrated by behaviors that model and demonstrate Consideration of Others.

c. Compliance: Enforcement is necessary for this program to be effective. This requires action to be taken against offenders immediately, regardless of grade or position held by the offender. This includes appropriate support for victims and resolution of issues that may cause divisiveness is left unresolved.

3. CO2 must not be considered a mere training exercise, but must be incorporated into the very back fabric of the district's mission and way of doing business.

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4. I expect each employee, supervisor and manager, to be held accountable for their actions, and to make contributions toward maintaining a positive and highly professional work atmosphere. I look for their support and participation in the Consideration of Others Program.



MICHAEL R. MORROW

COL, EN

Commanding